



Agenda Item Number: 2005-6-7A

BERNALILLO COUNTY BOARD OF COUNTY COMMISSIONERS

Meeting Date: June 28, 2005

Department: Manager & Human Resources **Staff Contact:** Thaddeus Lucero, County Manager
John P Dantis, Deputy County Manager
Julie Baca, Deputy County Manger
Tim West, Deputy County Manger
Dan Mayfield, Deputy County Manger
Renetta Torres, Director, Human Resources

TITLE: Collective Bargaining Agreement between the County and the International Association of Fire Fighters (IAFF) Local 224, the Bernalillo County Deputy Sheriff's Association (BCDSA), the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and White Collar Local 2260.

ACTION. Motion to approve:

1. Three Collective Bargaining Agreements and motion to approve the sidebar agreements with the International Association of Fire Fighters (IAFF) Local 244, the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and Technical Employees White Collar Local 2260.
2. A three percent (3%) base salary adjust for employees covered under the Employment Relations Rules and Regulations. In addition, the County's contribution for health insurance increases to 80% and for dental insurance to 60%. Additionally a one-time 1% distribution will be made to employees covered under the Employment Relations Rules and Regulations.

SUMMARY:

The County and the negotiating teams for the International Association of Fire Fighters (IAFF) Local 244, the Bernalillo County Deputy Sheriff's Association (BCDSA), the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and Technical Employees White Collar Local 2260, commenced negotiations for successor agreements beginning March 2005.

The County and the International Association of Fire Fighters (IAFF) Local 244, negotiating teams reached tentative agreement on a complete Collective Bargaining Agreement on June 1, 2005. The Union ratified the contract on June 23, 2005. This contract is for a one-year period ending June 30, 2006.

The County and the AFSCME Blue Collar Local 1461 negotiating teams were restricted to discussing issues related to health and wages this negotiating cycle, tentative agreement was reached on June 3, 2005. The Union ratified the contract on June 13, 2005. This contract is second year of a two-year contract ending June 30, 2006.

The County and the AFSCME Clerical and Technical Employees Local 2260, White Collar negotiating teams reached tentative agreement on a complete Collective Bargaining Agreement on June 6, 2005. The Union ratified the contract on June 22, 2005. This contract is for a two year period ending June 30, 2007, opening for wages in 2006. The collective bargaining agreement has a wage re-opener provision for the second year.

The High Points of this negotiating session were:

International Association of Fire Fighters:

- In the event of a line of duty death the County shall, upon request, pay the estate of the deceased employee the full cash equivalent of the accrued sick leave as of the employee's last date worked.
- Shift/Hours Exchanges: Allows the Battalion Commander to waive the "48 hour rule" for good cause.
- Temporary Upgrades: Allows for the Commander to assign a duty lieutenant with at least two years time in grade on a rotating basis.
- Increased longevity pay period from 20-22 years.
- Increased mechanic tool allowance from \$200 to \$250 per year.

AFSCME Blue Collar Local 1461:

- The Union sought the inclusion of a longevity pay article in the collective bargaining agreement. The current budgetary analysis did not lend itself to inclusion of this article due to the continued fiscal impact. However, as a result of additional gross receipts revenue the membership will receive a one-time distribution based on longevity.

AFSCME Clerical and Technical Employees Local 2260, White Collar:

- The parties identified a recruitment and retention problem at the Communications Center and made an adjustment to the base compensation for the Emergency Communication Operator job series.
- Ambiguous language in the discipline article and other articles has been clarified.

The County's negotiating teams worked to negotiate economics within the available resources for all Collective Bargaining Agreements identified. Effective the "first full pay period" beginning after July 1, 2005," all bargaining unit employees in the International Association of Fire Fighters (IAFF) Local 244, the AFSCME Blue Collar, Local 1461, and the AFSCME Clerical and Technical Employees White Collar, Local 2260, will receive an increase in the amount of three (3%). Additionally, for each employee in the International Association of Fire Fighters (IAFF) Local 244, the AFSCME Clerical and Technical Employees White Collar, Local 2260, and the AFSCME Blue Collar Local 1461, who elects to participate in health insurance coverage, the County shall pay up eighty percent (80%) of the monthly premium for any health insurance plan offered to employees by the County. The employee shall pay the balance of the monthly premium. Additionally, the County shall pay up to seventy percent (60%) of the monthly premium for any dental insurance plan offered to employees by the County. The employee shall pay the balance of the monthly premium.

The County thanks the management and union negotiating team members of the International Association of Fire Fighters (IAFF) Local 244, the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and Technical Employees White Collar Local 2260 for their hard work in reaching these agreements.

Staff recommends approval of the Collective Bargaining Agreements between the County and the International Association of Fire Fighters (IAFF) Local 244, the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and Technical Employees White Collar Local 2260.

Staff recommends approval of the adjustment and one-time distribution to all employees covered under the Employment Relations Rules and Regulations.

ATTACHMENTS:

1. International Association of Fire Fighters (IAFF) Local 244 Contract (3)
2. AFSCME Blue Collar Local 1461 Contract (3)
3. AFSCME Clerical and Technical Employees White Collar Local 2260 Contract (3)

FISCAL IMPACT

The International Association of Fire Fighters (IAFF) Local 244, the Bernalillo County Deputy Sheriff's Association (BCDSA), the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and Technical Employees White Collar Local 2260 Collective Bargaining Agreements were settled within the economic limits established and budgeted for FY'06. Dan Mayfield 6/22/05

STAFF ANALYSIS SUMMARY

COUNTY MANAGER

See Summary

DEPUTY COUNTY MANAGER FOR COMMUNITY SERVICES

The Management negotiating team worked with the union negotiating team to arrive at a fair and workable agreement. I recommend approval of this item. Julie Baca 6/15/05

DEPUTY COUNTY MANAGER FOR PUBLIC SAFETY

See Summary. Jdantis 6/22/05

DEPUTY COUNTY MANAGER FOR FINANCE

See summary and Fiscal Impact Dan Mayfield 6/22/05

LEGAL

The collective bargaining agreements were notiated pursuant to the authority and restrictions of the collective bargaining ordinance. The terms of the collective bargaining agreements confirm to applicable federal and state law and the collective bargaining ordinance. JSL 6/23/05

FINANCE

Budget The International Association of Fire Fighters (IAFF) Local 244, the AFSCME Blue Collar Local 1461, and the AFSCME Clerical and Technical Employees White Collar Local 2260 Collective Bargaining Agreement was settled within the economic limits established by the Board in the FY '05 budget. According to the new contract terms the salary increase will be effective the first full pay period following July 1, 2005. I recommend Board approval. Maria Zuniga, Financial Projects Coordinator 6/15/05